Ph.D Synopsis

On

A Study of Organisational Climate in Self-Financing Teacher Education Institutions in NCR

Under Able Guidance of

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Introduction

Teacher is the epicenter of all educational process. Therefore, it is indeed important that teacher should be a person of virtues and values. More often than not teachers are able to perform their task with utmost dedication and sincerity inspite of all odd conditions. More often than not it is believed by teachers themselves that society has entrusted them the role of nurturing and shaping mind, body and soul of children and thus teachers perform this task not only for moral reasons but also for humane reasons. Teacher never considers as a unlike other profession or job, that's why when some followers of Radhakrishnan asked him "how he wants to celebrate his birthday". Radhakrishnan replied "His birthday should be celebrated as Teachers' day. It indicates the importance of a teacher in students' life. Importance of teacher can be further be gauged with the fact that two of the national landmark documents Education Commission (1964-66) and National policy of Education (1986) has stated: "Destiny of the nation is shaped in the classroom" and "No nation rise above the level of its teachers" further reiterated the importance of teachers in the education system. But unfortunately, the position of the teachers in the society what it is used to be two decades back is not exactly the same today. Earlier, teachers are respected like anything. In a villages or in a small town people used to come to the teachers for seeking advice for the betterment of their children or of a society. Teacher dedication and commitment is measured in terms how well the children are nurtured and shaped. But, with globalization and privatization, education becomes a commodity. Teachers are seen in the light of professional corporate workers. They are expected to fulfill all those demands which have been once fulfilled by home and society. Educational institutions become the hub of the market oriented product. They have to coached and prepare the students as per the demands of the market. As a result, teacher is overburdened with works which teacher never accustomed to it. Teacher area of work has been increased from teaching-learning to counseling, managing, facilitating, book keeping and what not. As a result teacher is under severe pressure. Teacher efficiency

and effectiveness has decreased which is effecting the commitment. Moreover, the organizations whether private or government is asking the teachers to perform the task which is beyond the imagination of teachers. Teachers of today are multitasking personnel. It is important that, teachers who are working in the government or private run organizations could not work efficiently and effectively until and unless the climate of the institution motivates teachers to do so. A well motivated organization climate will help the teachers to perform with the best of teacher abilities whereas non-motivated organization climate will do a severe damage not only to the teachers but also to the organizations.

Teacher Education institutions which has the responsibility of preparing well groomed and able teachers for school education has harder task to perform in the light of the current challenges schools are facing. Teacher educators who are working in the institutions are on double edged sword. On one hand they not only have to professionally grows themselves to keep them abreast with the latest changes happening in the teacher education but also prepares teacher who are multitasker and thus able to perform the role of teacher, manager, facilitator, organizer etc.

In last twenty years private organization has a taken a big lead in preparing teachers through pre-service teacher education. Intially it started with philanthropy activity, but later it took the shape of commercialism. Many, business-cum-educational houses start running pre-service teacher education programmes. These institutions are self financed menas that government does not provide any funds to run them. They are running either on fees collected from students or from other means. Since, they are run in the manner of business houses, therefore an organizational climate which is created is different from what it is generated in government organization.

Organizational climate is the termed which has been extensively used in management. The term was first used by Field theory specialist Kurt lewin in 1939. In 1966, it was Litwin & Stringer, operationalize the term. They defined as:

Organizational climate as a set of measurable properties of the work environment perceived directly or indirectly by the people who live and work in this environment and assumed to influence their motivation and behavior.

Later on **Benjamin Schneider (1975)** *"organizational climate as a mutually agreed internal (or moral) environmental description of an organization's practices and procedures".*

Taguiris(1968) definition of organizational climate posits that :

Climate is the relatively enduring quality of the internal environment of an organization that (a) is experienced by its members, (b) influences their behaviour and (c) can be described in terms of the values of a particular set of characteristics (or attributes) of the organization.

Thus, organizational climate is a dynamic and relative and it is an internal environment which differs from other organization. Organization is different from one another (a) policies of members of organizations, especially top management, (b) perceived by members of the organization, (c) interpreting the situation and (d) acts as a source of pressure for directing activity. Every educational organization has a climate that distinguishes it from other schools and influences behaviour and feelings of teachers and students for that school.

Since educational institutions are unlike other organizations therefore, organizational climate do prevails in the institution. This organizational climate was generally based on the intrsinc environment created by the people working in the organization and it is influenced by the values, goals of the institutions. Normally it is the behavioural pattern of the people which determines the organizational climate of the organization but it has lot to do with the management policies and governance that's creates organizational climate. Organizational climate is the dynamic interactions between the people working, congruence of goals of organization and people, and the welfare measures that organization takes for its people.

Organizational commitment is consists of two words organization and second commitment. Organization is social entity that is structured and managed by multiple people to meet a need or a collective goal. Commitment can be defined as the

obligation, dedication or pledge to continue to do something for someone in the future. Actually it is psychological bond that an employee develops with an organization and it is related to goal and value congruence, behavioural investments in the organization, and allegiance to the organization. Over the years two approaches has been extensively utilized to study organizational commitment one altitudinal and other behavioural. Attitudinal approach is given by Allen and Meyers, in 1990 whereas Behavioural approach is given by Becker (1960). The attitudinal is viewed as positive individual orientation towards the organization and consists of three components:

- A strong belief in and acceptance of the organization's goals and values
- A willingness to exert considerable effort on behalf of the organization.
- A strong desire to maintain relationship in the organization.

Behavioural approach is based on the behavioural pattern guided by internal normative pressure to meet the organizational interest and goals. **Weiner and Gechman (1977)** said that behavioural pattern of commitment has following characteristic:

1. It should reflect personal sacrifices made for the sake of the organization.
2. It should show persistence i.e. behaviours should not primarily depend upon environmental controls like reinforcement or punishments.
3. It should indicate a personal preoccupation with the organization i.e. overt manifestations of commitment.

Thus organizational commitment is:

1. Desire to identify and match one goal with the organization and not to leave the organization for self interest.
2. One's desire to effectively contribute towards the organization.
3. For the benefit of organization, make personal sacrifices and to stay with organization in trouble times.

Justification of the Study

In India pre-service teacher education is being offered by both government as well as private educational organizations. It is well known that in government sector teachers' educators are mostly satisfied with the one's growth and development as it is more democratic in nature. But in case of private institutions, organizational climate depends upon several factors. It includes management and their policies, principal of the institutions, and other academic and non-academic staff members. Most of the private educational institutions are self-financed therefore they are running on the pattern of business houses where profit is the sole motive (exceptions are there). In this light in last one and half decades there almost 1000 self financing teacher education colleges are running under different state universities in NCR region. All these are affiliated colleges. Each of the college has their own vision, mission and objectives of providing teacher education. But important thing is that there almost thousands of qualified and non-qualified teacher educators are working. The organizational climate of these institutions varies from democratic to autocratic. Teachers are working in weary conditions. Most of the teachers in these institutes are working in adhoc or contractual basis. With the renewal of affiliation, teachers' services are renewed. They work for long working hours, low salary, lack social security, medical facilities; service conditions in these institutions are highly stressed etc. The policy of retrenchment normally works in the institution. The argument behind the nature of such employment is that "When affiliation is temporary then how come employees be permanent ". As a result many of the employees get retrenched once the academic session is over or institutes avoid giving salary for the summer or winter breaks. Teachers do not have academic autonomy, and involve in non-academic and petty works. In these conditions to organizational commitment is a serious concern. The present study is conducted in self financing institutions of NCR region to find out organizational climate of institutions and its bearing on organizational commitment.

1. To Study the Organizational Climate of the Self Financed Secondary Teacher Education Institutions.
2. To Study the Organizational Commitment of Teachers in the Self Financed Institutions.

3. To Examine the Relationship between Organizational Climate of the Institute and Teacher Organizational commitment.

Hypothesis:

1. There is a negative Relationship between Organizational Climate of the Self Financed Secondary Teacher Education Institution and Teacher Organizational Commitment.

Methodology of the Research

Research Method: Descriptive method of research was found to be most promising for the present research work as it helps to explain educational phenomena in terms of the conditions or relationships that exist, opinions that are held by the stakeholders that are going on, effects that are evident, or trends that are developing. The present research will explore the status of the teacher satisfaction and their commitment in the context of their existing organization where they are serving i.e. self financed teacher education institutions.

Population: A research population is categorized into target and accessible population. A target population is classified as all the members of a given group to which end the investigation is related, whereas the accessible population is looked at in terms of those elements in the target population within the reach of the researcher (Pole & Lampard, 2002).Population is also the universe of the selected group of people on whom the study will be conducted. In the present case universe of population will be self financed secondary teacher education institutions present in NCR region and their teacher educators who are working in the affiliated colleges of GGSIP University, Delhi; Maharishi Dayanand University, Rohtak and Chadhaury Charan Singh University Meerut.

S**ample:**

The sample of self financing teacher education institutions from MDU will be from Gurgaon and Faridabad, whereas Gautam Budha Nagar and Ghaziabad will be the districts from where self financed affiliated institutes of CCS University will be selected.

The teacher education institutions of GGSIP will be selected from the whole of Delhi as well as in present in NCR. The districts are selected because of the physical proximity of these districts. The colleges are selected through proportionate random sampling method. The details of the number and name of colleges in each district procured from the university website as well as from university. Further, the researcher generate the random number in MS Excel with the help of a formula the formula is =rand between (lower limit, upper limit) for each district. For example GGSIP University, Delhi has 'N' colleges, out of which 'n' will be selected randomly as a part of the sample. So the rand formula use is rand between (1, N), this process give the researcher a random number. This process is repeated 'n' times and got 'n' random numbers and n colleges get selected in Delhi with serial number return in the process of random number generation. This process discards the researcher bias.

Tool

The data collection will be carried out based on the three research instruments. These are

1. Organizational Climate by developed Halpin and Croft/ (adapted by the investigator)
2. Organizational Commitment developed by Allen and Meyer.

Analysis and Interpretation of Data

The data collected through research instruments will be collated and tabulated in MS Excel by the researcher and use SPSS 20 for analysis of data. The statistical treatment given will be both descriptive as well as inferential i.e. mean, quartile, median, S.D, t-test (ANOVA), Correlation.

Delimitation

1. Study will not include institutions offering B.Ed(special Education)
2. Study will be confined to self financing secondary teacher education institutions present in Faridabad, Ghaziabad, Gurgaon, Gautam Budha Nagar and Delhi.
3. Study will be confined to institutes having continuous affiliation with the parent university for the last five years.

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